DOCUMENT RESUME

ED 062 283 SP 005 648

TITLE	Eleventh Annual Salary Survey.
INSTITUTION	Philadelphia Suburban School Study Council, Pa.
PUB DATE	Dec 71
NOTE	69p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	Educational Economics; *Educational Finance; *Personnel Policy; *Salary Differentials; *Teacher Salaries; *Teacher Welfare

ABSTRACT

This survey provides current data for school directors and administrators to examine the policies of compensation for professional personnel in the suburban Philadelphia area. The report contains three sections: a) salaries of teachers, b) salaries of instructional specialists, and c) salaries of administrative and supervisory personnel. Mean salaries of classroom teachers in the seven reporting districts of Philadelphia range from $12,345 to $8,625 depending upon both the district and qualifications of the teacher. Approximately 43 percent of teachers hold advanced degrees, and the median salary of the sample is $10,720. Salaries of administrators and directors range from $39,000 to $11,000 depending on the position. The problems and confusions of the wage-price freeze have created tensions between school districts and their employees. Further study of the situation will hopefully lead to a sound compensation program that will effectively attract and maintain an adequate and qualified staff of competent personnel. (Related document SP 005 649 is a salary study by the Philadelphia area.) (MJM)

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
OFFICE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

ELEVENTH ANNUAL SALARY SURVEY

PHILADELPHIA SUBURBAN SCHOOL STUDY COUNCIL

GROUP A

DECEMBER 1971

TABLE OF CONTENTS

SECTION		PAGE
INTRODUCTION		iv
PART I:	Salaries of Teachers	1
PART II:	Salaries of Instructional Specialists	15
PART III:	Salaries of Administrative and Supervisory Personnel	26

TABLE

LIST OF TABLES

1	SALARIES OF TEACHERS, ALL EDUCATIONAL LEVELS AT SELECTED EDUCATIONAL EXPERIENCE
2	MEDIAN SALARIES OF ALL TEACHERS, 1962-63 THROUGH 1971-72
3	CUMULATIVE PERCENTAGE OF TEACHERS AT OR ABOVE EACH SALARY LEVEL
4	GUIDANCE PERSONNEL
5	LIBRARIANS
6	PSYCHOLOGISTS
7	READING SPECIALISTS
8	SPEECH AND HEARING SPECIALISTS
9	SUPERVISORS, DIRECTORS, AND COORDINATORS
10	MISCELLANEOUS PERSONNEL
11	MEDIAN SALARIES OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL
12	NUMBER OF PERSONNEL PER 1000 WEIGHTED PUPILS
13	CHIEF SCHOOL ADMINISTRATORS
14	ASSISTANTS FOR GENERAL INSTRUCTIONAL SERVICES
15	ASSISTANTS FOR BUSINESS SERVICE
16	SECONDARY SCHOOL PRINCIPALS
17	SECONDARY SCHOOL ASSISTANTS
18	ELEMENTARY SCHOOL PRINCIPALS
19	MEAN SALARIES OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL BY DISTRICT

FIGURE

LIST OF FIGURES

1	PERCENTAGE OF ALL TEACHERS AT SELECTED EDUCATIONAL LEVELS
2	PERCENTAGE OF ALL TEACHERS AT SELECTED EXPERIENCE LEVELS
3	DISTRIBUTION OF SALARIES BY DISTRICT, SELECTED EDUCATIONAL LEVELS-TEACHERS WITH BACHELO
4	DISTRIBUTION OF SALARIES BY DISTRICT, SELECTED EDUCATIONAL LEVELS-TEACHERS WITH MASTER'S
5	DISTRIBUTION OF SALARIES BY DISTRICT, SELECTED EDUCATIONAL LEVELS-TEACHERS WITH MASTER'S
6	MEDIAN SALARIES BY DISTRICT IN RELATION TO COUNCIL MEDIAN-SELECTED EDUCATIONAL LEVELS
7	MEDIAN SALARIES BY DISTRICT IN RELATION TO COUNCIL MEDIAN-SELECTED LEVELS OF EDUCATIONAL ATTAINMENT

LIST OF TABLES

	PAGE
TEACHERS, ALL EDUCATIONAL LEVELS AT SELECTED EDUCATIONAL EXPERIENCE	4
IES OF ALL TEACHERS, 1962-63 THROUGH 1971-72	5
ERCENTAGE OF TEACHERS AT OR ABOVE EACH SALARY LEVEL	6
SONNEL	15
	18
S	20
IALISTS	21
EARING SPECIALISTS	22
DIRECTORS, AND COORDINATORS	23
S PERSONNEL	24
IES OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL	26
RSONNEL PER 1000 WEIGHTED PUPILS	27
ADMINISTRATORS	28
OR GENERAL INSTRUCTIONAL SERVICES	29
OR BUSINESS SERVICE	30
HOOL PRINCIPALS	31
HOOL ASSISTANTS	32
CHOOL PRINCIPALS	34
S OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL BY DISTRICT	37

LIST OF FIGURES

	PAGE
F ALL TEACHERS AT SELECTED EDUCATIONAL LEVELS	2
F ALL TEACHERS AT SELECTED EXPERIENCE LEVELS	3
OF SALARIES BY DISTRICT, SELECTED EDUCATIONAL LEVELS-TEACHERS WITH BACHELOR'S	7
OF SALARIES BY DISTRICT, SELECTED EDUCATIONAL LEVELS-TEACHERS WITH MASTER'S	9
OF SALARIES BY DISTRICT, SELECTED EDUCATIONAL LEVELS-TEACHERS WITH MASTER'S + 30	11
IES BY DISTRICT IN RELATION TO COUNCIL MEDIAN-SELECTED EDUCATIONAL LEVELS	13
IES BY DISTRICT IN RELATION TO COUNCIL MEDIAN-SELECTED LEVELS OF EDUCATIONAL MENT	14

INTRODUCTION

The Eleventh Annual Salary Survey provides current data for school directors and ad
wishing to examine their own practices for the compensation of professional personnel in
other districts in Group A of the Philadelphia Suburban School Study Council. The Repor
three sections: salaries of teachers; salaries of instructional specialists; and salari
istrative and supervisory personnel.

Obviously, compensation programs for professional personnel in our schools are inte
to the entire complex of financial factors that affect all communities. The problems an
caused nationally by the recent wage-price freeze have compounded the tensions between s
and their employees in Pennsylvania that followed the passage of Act 195. The latter wa
ing point in these relations, and its effects have yet to be fully measured. It is evid
responsible for the control of schools are confronted with a highly difficult challenge
a sound compensation program that will be effective in attracting and maintaining an ade
balanced staff of qualified and competent personnel to serve the children in their commu

The Study Council gratefully acknowledges the work of David A. Johnston and Richard
originated the survey for Group A in 1960 and conducted it until 1965. On behalf of the
wish to thank graduate assistants John W. Kinnikin and Gerald A. Hedges, who organized a
the production of the current report with the assistance of Martin L. Stamm and Michael

Matthew J. Pillard
Executive Director
Philadelphia Suburban School Stu

INTRODUCTION

nth Annual Salary Survey provides current data for school directors and administrators
nine their own practices for the compensation of professional personnel in relation to
s in Group A of the Philadelphia Suburban School Study Council. The Report contains
salaries of teachers; salaries of instructional specialists; and salaries of admin-
supervisory personnel.

compensation programs for professional personnel in our schools are integrally related
complex of financial factors that affect all communities. The problems and confusion
lly by the recent wage-price freeze have compounded the tensions between school districts
oyees in Pennsylvania that followed the passage of Act 195. The latter was a major turn-
hese relations, and its effects have yet to be fully measured. It is evident that those
the control of schools are confronted with a highly difficult challenge in developing
sation program that will be effective in attracting and maintaining an adequate and well-
of qualified and competent personnel to serve the children in their communities.

Council gratefully acknowledges the work of David A. Johnston and Richard Shupp, who
survey for Group A in 1960 and conducted it until 1965. On behalf of the Council, I
graduate assistants John W. Kinnikin and Gerald A. Hedges, who organized and coordinated
of the current report with the assistance of Martin L. Stamm and Michael Kirsch.

Matthew J. Pillard
Executive Director
Philadelphia Suburban School Study Council

PART I

SALARIES OF TEACHERS

PART I

TEACHERS' SALARIES

Median salaries of classroom teachers, in the seven reporting districts of the Philadelphia Suburban School Study Council-Group A- range from $12,345 in the highest ranking district, to $8,625 in the lowest ranking district. (TABLE 2)

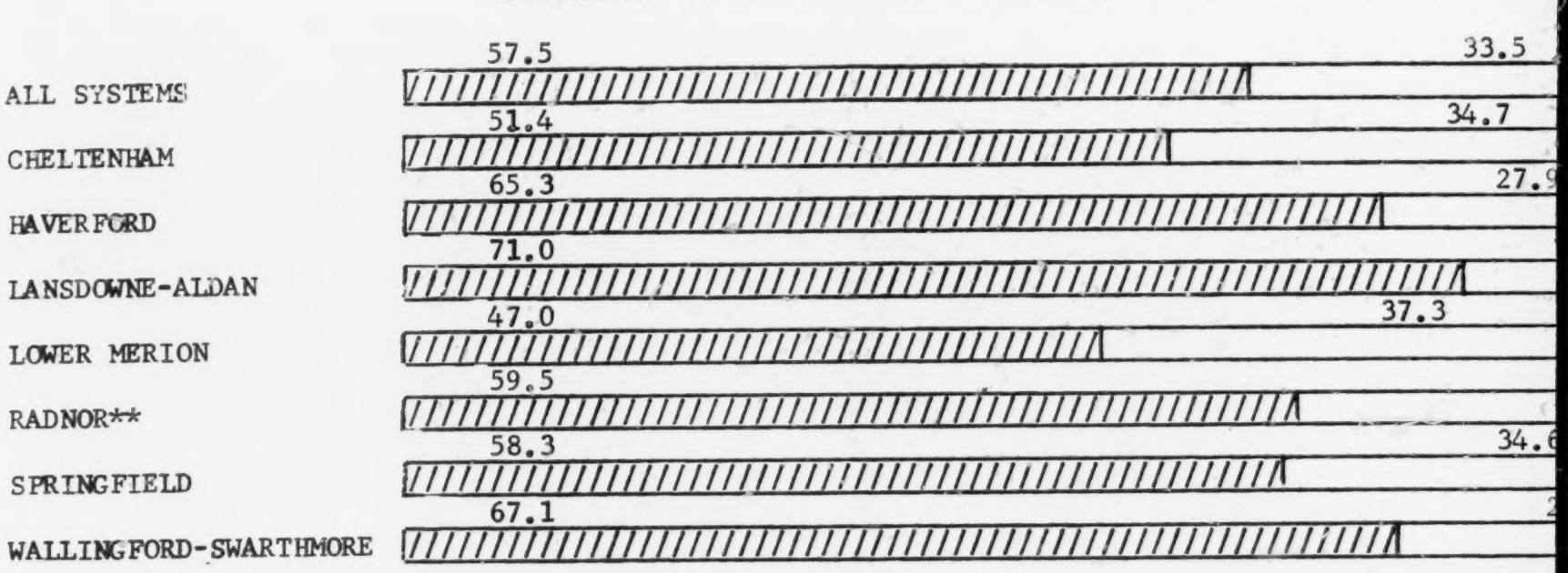
Median salaries of teachers vary with educational qualifications. (FIGURE 7) Approximately 43 per cent of all teachers hold advanced degrees and credits, an increase of about 7 per cent over last year. The salary differentials also relate to the greater length of service of teachers with advanced degrees. (FIGURE 6) There are wide variations among the reporting districts' median salary differentials associated with advanced preparation. (FIGURES 3,4,5)

More than two fifths of the teachers in the Group A districts have taught fewer than five years (FIGURE 2); one teacher in four has taught for more than fifteen years.

The median salary of all teachers in the sample is $10,720.

FIGURE 1

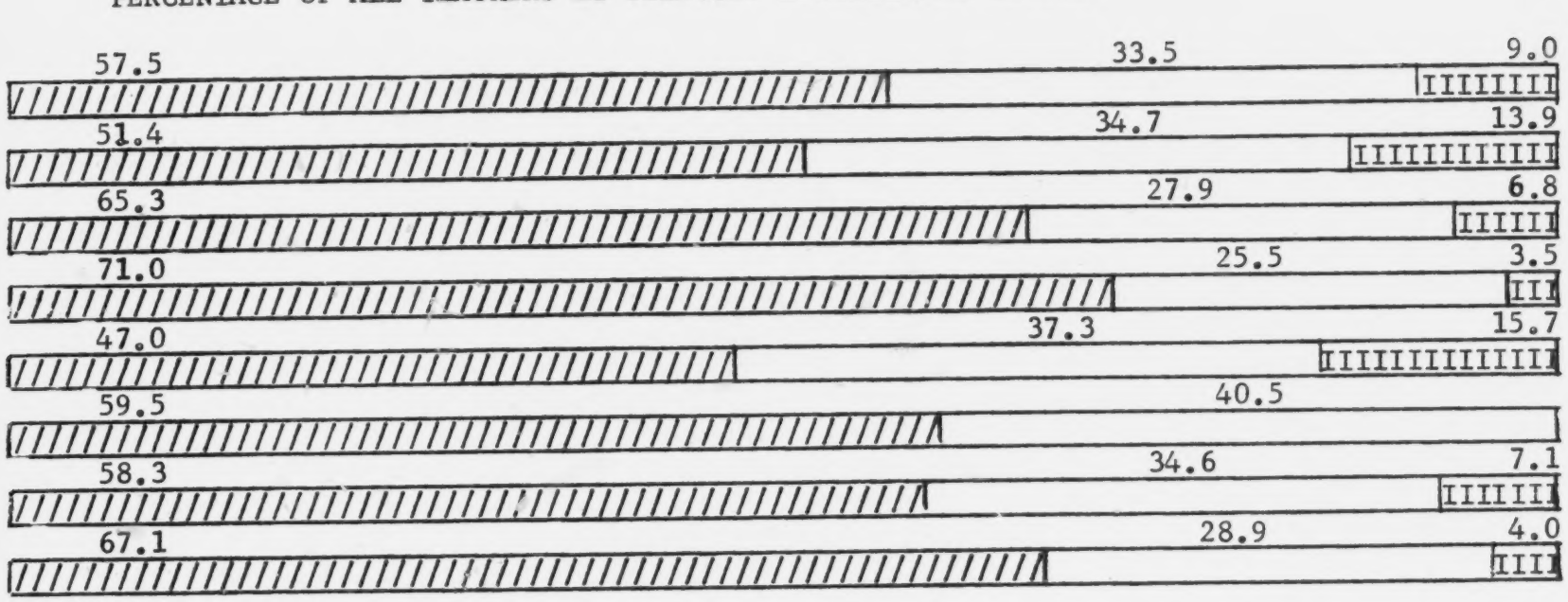
PERCENTAGE OF ALL TEACHERS AT SELECTED EDUCATIONAL LEVELS



**Radnor School District has no separate salary schedule for Master's and Master's plus 30.

FIGURE 1

PERCENTAGE OF ALL TEACHERS AT SELECTED EDUCATIONAL LEVELS



RE

rict has no separate salary schedule for Master's and Master's plus 30.

BACHELOR'S OR LESS

MASTER'S

MASTER'S + 30

FIGURE 2

PERCENTAGE OF ALL TEACHERS AT SELECTED EXPERIENCE LEVELS

FIGURE 2

PERCENTAGE OF ALL TEACHERS AT SELECTED EXPERIENCE LEVELS

TABLE I

SALARIES OF TEACHERS, ALL EDUCATIONAL LEVELS
AT SELECTED EDUCATION EXPERIENCE
1971-72

School District		0-5 yrs.	6-10 yrs.	11-15 yrs.
CHELTENHAM	highest	10,150	12,750	17,100
	median	8,533	10,579	13,700
	lowest	7,400	9,250	11,800
HAVERFORD	highest	12,950	13,325	14,655
	median	8,184	10,090	12,331
	lowest	7,300	8,220	9,775
LANSDOWNE-ALDAN	highest	9,550	12,150	13,100
	median	7,850	10,125	11,500
	lowest	7,300	9,100	10,600
LOWER MERION	highest	11,500	15,300	16,000
	median	9,643	11,674	13,761
	lowest	8,100	10,000	11,650
RADNOR	highest	14,300	11,700	14,200
	median	8,802	10,847	12,000
	lowest	7,300	9,400	11,100
SPRINGFIELD	highest	10,100	13,500	14,900
	median	8,307	11,087	12,440
	lowest	7,400	8,300	11,700
WALLINGFORD-SWARTHMORE	highest	10,900	13,903	13,784
	median	8,315	10,521	11,750
	lowest	7,300	8,300	10,647

TABLE I

SALARIES OF TEACHERS, ALL EDUCATIONAL LEVELS
AT SELECTED EDUCATION EXPERIENCE
1971-72

	0-5 yrs.	6-10 yrs.	11-15 yrs.	16 + yrs.
highest	10,150	12,750	17,100	17,100
median	8,533	10,579	13,700	14,815
lowest	7,400	9,250	11,800	11,800
highest	12,950	13,325	14,655	15,950
median	8,184	10,090	12,331	13,738
lowest	7,300	8,220	9,775	10,345
highest	9,550	12,150	13,100	14,650
median	7,850	10,125	11,500	14,019
lowest	7,300	9,100	10,600	10,600
highest	11,500	15,300	16,000	19,100
median	9,643	11,674	13,761	16,408
lowest	8,100	10,000	11,650	13,500
highest	14,300	11,700	14,200	15,500
median	8,802	10,847	12,000	13,904
lowest	7,300	9,400	11,100	11,400
highest	10,100	13,500	14,900	16,000
median	8,307	11,087	12,440	13,632
lowest	7,400	8,300	11,700	11,400
highest	10,900	13,903	13,784	16,000
median	8,315	10,521	11,750	12,893
lowest	7,300	8,300	10,647	11,350

H-

TABLE 2

MEDIAN SALARIES FOR ALL TEACHERS
1962-63 THROUGH 1971-72

DISTRICT	1962-63 MEDIAN	RANK	1963-64 MEDIAN	RANK	1964-65 MEDIAN	RANK	1965-66 MEDIAN
ABINGTON	6800	2	7147	2	7247	3	7268
CHELTENHAM	6604	3	7058	3	7348	1	7554
HAVERFORD	5522	9	5880	9	6353	9	6570
LANSDOWNE-ALDAN	5433	10	5769	10	6225	10	6560
LOWER MERION	6806	1	7168	1	7314	2	7374
NORRISTOWN	6246	7	6530	6	6638	8	6554
RADNOR	6480	4	6688	4	7050	5	7414
SPRINGFIELD TWP.	6054	8	6521	7	7038	6	7283
UPPER DARBY	6458	5	6622	5	7200	4	7036
WALLINGFORD-SWARTHMORE *****	6266	6	6069	8	6840	7	7220

DISTRICT	1967-68 MEDIAN	RANK	1968-69 MEDIAN	RANK	1969-70 MEDIAN	RANK	1970-71 MEDIAN	R
ABINGTON	8105	3.5	8590	3	9500	3	9985	
CHELTENHAM	8105	3.5	8575	4	9089	5	9279	
HAVERFORD	7408	9	8165	7	8384	9	8795	
LANSDOWNE-ALDAN	7340	10	7399	10	7874	10	8229	
LOWER MERION	8239	2	8417	5	10195	1	10950	
NORRISTOWN	7529	8	8001	9	8495	8	8631	
RADNOR	7949	6	8383	6	9308	4	10114	
SPRINGFIELD TWP.	7637	7	8112	8	8645	7	10016	
UPPER DARBY	8350	1	8614	2	9056	6	9303	
WALLINGFORD-SWARTHMORE *****	8100	5	8672	1	9521	2	10100	

***** Figures given for the Wallingford-Swarthmore District from 1962-63 up to and including 1
reported to the Group A Salary Survey by the Swarthmore-Rutledge District.

TABLE 2

MEDIAN SALARIES FOR ALL TEACHERS
1962-63 THROUGH 1971-72

	1962-63		1963-64		1964-65		1965-66		1966-67	
	MEDIAN	RANK	MEDIAN	RANK	MEDIAN	RANK	MEDIAN	RANK	MEDIAN	RANK
	6800	2	7147	2	7247	3	7268	1	7833	2
	6604	3	7058	3	7348	1	7554	2	8060	1
	5522	9	5880	9	6353	9	6570	8	6904	9
	5433	10	5769	10	6225	10	6560	9	6775	10
	6806	1	7168	1	7314	2	7374	4	7704	3
	6246	7	6530	6	6638	8	6554	10	7080	8
	6480	4	6688	4	7050	5	7414	3	7450	6
	6054	8	6521	7	7038	6	7283	5	7260	7
	6458	5	6622	5	7200	4	7036	7	7653	4
ORE *****	6266	6	6069	8	6840	7	7220	6	7600	5

	1967-68		1968-69		1969-70		1970-71		1971-72	
	MEDIAN	RANK	MEDIAN	RANK	MEDIAN	RANK	MEDIAN	RANK	MEDIAN	RANK
	8105	3.5	8590	3	9500	3	9985	5		
	8105	3.5	8575	4	9089	5	9279	7	10203	4
	7408	9	8165	7	8384	9	8795	9	9500	6
	7340	10	7399	10	7874	10	8229	11	8625	7
	8239	2	8417	5	10195	1	10950	1	12435	1
	7529	8	8001	9	8495	8	8631	10		
	7949	6	8383	6	9308	4	10114	2	10736	3
	7637	7	8112	8	8645	7	10016	4	10956	2
	8350	1	8614	2	9056	6	9303	6		
ORE *****	8100	5	8672	1	9521	2	10100	3	9850	5

n for the Wallingford-Swarthmore District from 1962-63 up to and including 1970-71 are those
the Group A Salary Survey by the Swarthmore-Rutledge District.

TABLE 3

CUMULATIVE PERCENTAGE OF TEACHERS AT OR ABOVE EACH SALARY LEVEL

SALARY LEVEL	C	H	L-A	LM	R	S	W-S
$17,000 & Above	0.9			11.8			
16,500 - 16,999	3.4			14.4			
16,000 - 16,499	7.8			26.4		0.5	0.4
15,550 - 15,999	14.8	2.1		28.0	1.7	0.5	0.4
15,000 - 15,499	19.0	6.7		29.3	3.0	1.9	1.2
14,500 - 14,999	22.1	9.0	0.7	31.7	6.8	5.2	2.8
14,000 - 14,499	26.3	10.4	9.7	33.8	11.8	6.6	5.6
13,500 - 13,999	26.5	13.5	13.1	42.1	18.1	18.0	9.2
13,000 - 13,499	28.5	16.1	15.9	45.0	22.8	21.13	12.0
12,500 - 12,999	29.7	19.1	15.9	49.3	26.2	2.51	15.7
12,000 - 12,499	35.0	25.3	18.6	54.6	30.4	38.6	22.9
11,500 - 11,999	43.3	30.0	22.8	59.4	37.6	42.4	30.5
11,000 - 11,499	45.0	32.6	24.8	66.2	46.0	49.5	37.8
10,500 - 10,999	48.5	38.3	29.7	74.2	53.6	55.0	45.8
10,000 - 10,499	51.0	42.3	31.0	82.7	56.1	57.8	48.2
9,500 - 9,999	58.6	50.0	38.6	86.8	61.6	60.7	54.2
9,000 - 9,499	66.2	56.3	40.7	91.5	74.7	64.9	63.5
8,500 - 8,999	80.1	64.0	53.1	97.1	84.8	71.6	72.3
8,000 - 8,499	89.9	80.6	58.6	100.0	91.6	90.5	85.1
7,500 - 7,999	95.1	88.9	89.7		94.1	96.7	97.2
7,000 - 7,499	100.0	100.0	100.0		100.0	100.0	100.0
6,500 - 6,999							
Below 6,500							

TABLE 3

CUMULATIVE PERCENTAGE OF TEACHERS AT OR ABOVE EACH SALARY LEVEL

C	H	L-A	LM	R	S	W-S	ALL DISTRICTS
0.9			11.8				3.1
3.4			14.4				4.1
7.8			26.4		0.5	0.4	8.0
4.8	2.1		28.0	1.7	0.5	0.4	10.2
9.0	6.7		29.3	3.0	1.9	1.2	12.4
2.1	9.0	0.7	31.7	6.8	5.2	2.8	15.0
6.3	10.4	9.7	33.8	11.8	6.6	5.6	18.1
6.5	13.5	13.1	42.1	18.1	18.0	9.2	23.4
8.5	16.1	15.9	45.0	22.8	21.13	12.0	26.3
9.7	19.1	15.9	49.3	26.2	2.51	15.7	29.3
5.0	25.3	18.6	54.6	30.4	38.6	22.9	35.5
3.3	30.0	22.8	59.4	37.6	42.4	30.5	41.3
5.0	32.6	24.8	66.2	46.0	49.5	37.8	46.5
8.5	38.3	29.7	74.2	53.6	55.0	45.8	52.8
1.0	42.3	31.0	82.7	56.1	57.8	48.2	57.0
8.6	50.0	38.6	86.8	61.6	60.7	54.2	62.8
6.2	56.3	40.7	91.5	74.7	64.9	63.5	69.5
0.1	64.0	53.1	97.1	84.8	71.6	72.3	78.4
9.9	80.6	58.6	100.0	91.6	90.5	85.1	88.3
5.1	88.9	89.7		94.1	96.7	97.2	95.2
0.0	100.0	100.0		100.0	100.0	100.0	100.0

FIGURE 3

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

SELECTED EDUCATIONAL LEVELS

TEACHERS WITH BACHELOR'S DEGREE OR LESS, 1971-72

0 - 5 YEARS									6 - 10				
C	H	L-A	LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A	LM
				1			1	$14,000-14,499					
								13,500-13,999	2				2
								13,000-13,499	3				3
								12,500-12,999	5				5
								12,000-12,499	13				12
								11,500-11,999	13	2	1		10
			2				2	11,000-11,499	28.75	4	.75		15
			3			1	4	10,500-10,999	49.1	4.6	1	2	23
			27				27	10,000-10,499	27	5	7	2	4
			19	3		3	25	9,500- 9,999	32.5	6.5	13	4	
	10	1	24	20	3	6	64	9,000- 9,499	28.6	11.6	5	2	
45	23	15	22	18	11	19	153	8,500- 8,999	1		1		
32.3	57	6	15	13	38	30	191.3	8,000- 8,499	2				
17.7	29	44		6	13	29	138.7	7,500- 7,999					
17.8	39	15		14	7	7	99.8	7,000- 7,499					

FIGURE 3

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

SELECTED EDUCATIONAL LEVELS

TEACHERS WITH BACHELOR'S DEGREE OR LESS, 1971-72

RS

6 - 10 YEARS

M	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A	LM	R	S	W-S
	1			1	$14,000-14,499								
					13,500-13,999	2				2			
					13,000-13,499	3				3			
					12,500-12,999	5				5			
					12,000-12,499	13				12			1
					11,500-11,999	13	2	1		10			
				2	11,000-11,499	28.75	4	.75		15	4	4	1
			1	4	10,500-10,999	49.1	4.6	1	2	23	10	3.5	5
				27	10,000-10,499	27	5	7	2	4	4	3	2
	3		3	25	9,500- 9,999	32.5	6.5	13	4		1	2	6
	20	3	6	64	9,000- 9,499	28.6	11.6	5	2		1	1	8
	18	11	19	153	8,500- 8,999	1		1					
	13	38	30	191.3	8,000- 8,499	2						1	1
	6	13	29	138.7	7,500- 7,999								
	14	7	7	99.8	7,000- 7,499								

FIGURE 3 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

SELECTED EDUCATIONAL LEVELS

TEACHERS WITH BACHELOR'S DEGREE OR LESS, 1971-72

11 - 15 YEARS

C	H	L-A	LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A
								$14,500-14,999	6			
			2				2	14,000-14,499	11			
			16				16	13,500-13,999	26			
			3	2			5	13,000-13,499	12	6		
1			6	1			8	12,500-12,999	14	2		
5			1	5	14.5	6	31.5	12,000-12,499	48	9	14	2
9.5	3	1	1	7	2	4	27.5	11,500-11,999	26	6	7	3
	1	3		2		9	15	11,000-11,499	7			
	5	2				4	11	10,500-10,999	7		6	1
	1						1	10,000-10,499	2		2	
	3						3	9,500- 9,999				

FIGURE 3 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

SELECTED EDUCATIONAL LEVELS

TEACHERS WITH BACHELOR'S DEGREE OR LESS, 1971-72

15 YEARS						16 + YEARS							
LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A	LM	R	S	W-S
					$14,500-14,999	6				2	4		
2				2	14,000-14,499	11				6	5		
16				16	13,500-13,999	26				19	6		1
3	2			5	13,000-13,499	12	6				5	1	
6	1			8	12,500-12,999	14	2				3	2	7
1	5	14.5	6	31.5	12,000-12,499	48	9	14	2		3	14	6
1	7	2	4	27.5	11,500-11,999	26	6	7	3		2	1	7
	2		9	15	11,000-11,499	7					1	2	4
			4	11	10,500-10,999	7		6	1				
				1	10,000-10,499	2		2					
				3	9,500- 9,999								

FIGURE 4

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE

0 - 5 YEARS

C	H	L-A	LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L
								$15,000-15,499	2			
								14,500-14,999	1			
								14,000-14,499				
								13,500-13,999	1			
								13,000-13,499	7		2	
	1						1	12,500-12,999	10			
								12,000-12,499	20	5		1
			1				1	11,500-11,999	34.5	8.5	1	
			1				1	11,000-11,499	44.75	2	3.75	
	.75		12			1	13.75	10,500-10,999	43	8	7	2
	2		12	1	3		18	10,000-10,499	9	3	2	
9.4	6	6	2	6	4	5	38.4	9,500- 9,999	18.3	9.3	4	1
15	6			10	5	7	43	9,000- 9,499	3		1	
5	3	3	7	6	3	3	30	8,500- 8,999				
3	1	2		3	1	1	11	8,000- 8,499				
1		1				1	3	7,500- 7,999				

FIGURE 4

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE

YEARS						6 - 10 YEARS							
LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A	LM	R	S	W-S
					$15,000-15,499	2				2			
					14,500-14,999	1				1			
					14,000-14,499								
					13,500-13,999	1							1
					13,000-13,499	7		2		5			
				1	12,500-12,999	10				9		1	
					12,000-12,499	20	5		1	14			
1				1	11,500-11,999	34.5	8.5	1		13	3	5	4
1				1	11,000-11,499	44.75	2	3.75		17	10	9	3
12			1	13.75	10,500-10,999	43	8	7	2	3	8	8	7
12	1	3		18	10,000-10,499	9	3	2			1		3
2	6	4	5	38.4	9,500- 9,999	18.3	9.3	4	1		3		1
	10	5	7	43	9,000- 9,499	3		1					2
7	6	3	3	30	8,500- 8,999								
	3	1	1	11	8,000- 8,499								
			1	3	7,500- 7,999								

FIGURE 4 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE

11 - 15 YEARS

C	H	L-A	LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A
								$17,000 & above	8			
								16,500-16,999	15	2		
1			2				3	16,000-16,499	44.4	5.4		
								15,500-15,999	17	5		
3			2				5	15,000-15,499	30	11	15	
3.3	1		6				10.3	14,500-14,999	23	8	6	
5	1		3	1	1		11	14,000-14,499	38	10	4	11
1	3		6	2	4		16	13,500-13,999	39		4	5
1	3	2	4	1	3	3	17	13,000-13,499	10		3	1
.3	4.5		2	3	4	2	15.8	12,500-12,999	2		1	
	5	1		2		3	11	12,000-12,499	1			
	2.75	1		5		2	10.75	11,500-11,999	3.75		1.75	
	2			3			5	11,000-11,499				
						?	2	10,500-10,999				
						1	1	10,000-10,499				

FIGURE 4 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE

YEARS						16 + YEARS							
LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A	LM	R	S	W-S
					$17,000 & above	8				8			
					16,500-16,999	15	2			13			
2				3	16,000-16,499	44.4	5.4			38			1
					15,500-15,999	17	5			8	4		
2				5	15,000-15,499	30	11	15			3		1
6				10.3	14,500-14,999	23	8	6		1	5		3
3	1	1		11	14,000-14,499	38	10	4	11		5	2	6
6	2	4		16	13,500-13,999	39		4	5		7	19	4
4	1	3	3	17	13,000-13,499	10		3	1		3	1	2
2	3	4	2	15.8	12,500-12,999	2		1			1		
	2		3	11	12,000-12,499	1							1
	5		2	10.75	11,500-11,999	3.75		1.75					2
	3			5	11,000-11,499								
			2	2	10,500-10,999								
			1	1	10,000-10,499								

FIGURE 5

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE PLUS THIRTY

0 - 5 YEARS										6 - 10			
C	H	L-A	LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A	L
								$15,000-15,499	2				
								14,500-14,999					
								14,000-14,499					
								13,500-13,999	1				
								13,000-13,499	2				
								12,500-12,999	2	1			
								12,000-12,499	1				
								11,500-11,999	5	4		1	
								11,000-11,499	3.05	.3	1.75		
								10,500-10,999					
1			1				2	10,000-10,499					
2	1						3	9,500- 9,999					
1								9,000- 9,499					

FIGURE 5

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE PLUS THIRTY

EARS						6 - 10 YEARS						
LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A	LM	R	S	W-S
					$15,000-15,499	2				2			
					14,500-14,999								
					14,000-14,499								
					13,500-13,999	1						1	
					13,000-13,499	2						2	
					12,500-12,999	2	1					1	
					12,000-12,499	1							1
					11,500-11,999	5	4		1				
					11,000-11,499	3.05	.3	1.75					1
					10,500-10,999								
1				2	10,000-10,499								
				3	9,500- 9,999								
					9,000- 9,499								

FIGURE 5 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE PLUS THIRTY

11 - 15 YEARS

C	H	L-A	LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A
.3							.3	$17,000 & above	56	3		
								16,500-16,999	6	6		
1							1	16,000-16,499	32.5	9.5		
7							7	15,500-15,999	20.7	13.2	7.5	
			1				1	15,000-15,499	6	1	1	
			2		1		3	14,500-14,999	9		1	1
								14,000-14,499	3			2
	2.75					1	3.75	13,500-13,999	3		1	
	1					1	2	13,000-13,499	2			1
	4							12,500-12,999				
	2.75						2.75	12,000-12,499				

FIGURE 5 (CONT.)

DISTRIBUTION OF SALARIES BY DISTRICT - STUDY COUNCIL A

TEACHERS WITH MASTER'S DEGREE PLUS THIRTY

15 YEARS						16 + YEARS							
LM	R	S	W-S	ALL	Salary Range	ALL	C	H	L-A	LM	R	S	W-S
				.3	$17,000 & above	56	3			53			
					16,500-16,999	6	6						
				1	16,000-16,499	32.5	9.5			22		1	
				7	15,500-15,999	20.7	13.2	7.5					
1				1	15,000-15,499	6	1	1				3	1
2		1		3	14,500-14,999	9		1	1			6	1
					14,000-14,499	3			2				1
			1	3.75	13,500-13,999	3		1					2
			1	2	13,000-13,499	2			1				1
					12,500-12,999								
				2.75	12,000-12,499								

FIGURE 6

MEDIAN SALARIES BY DISTRICT IN RELATION TO MEDIAN FOR STUDY COUNCIL A

AT SELECTED EDUCATIONAL EXPERIENCE LEVELS

ALL TEACHERS 1971-72

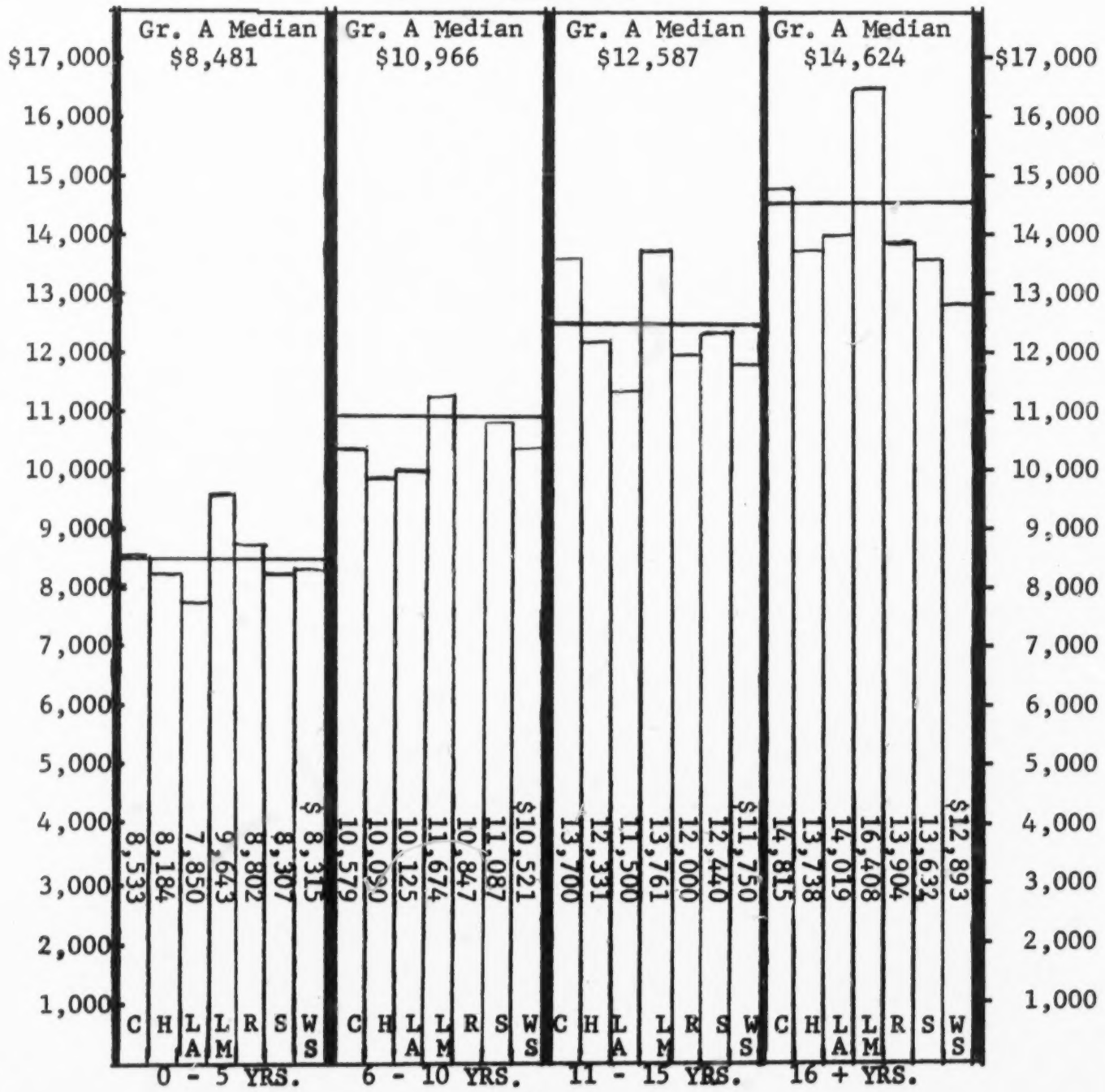
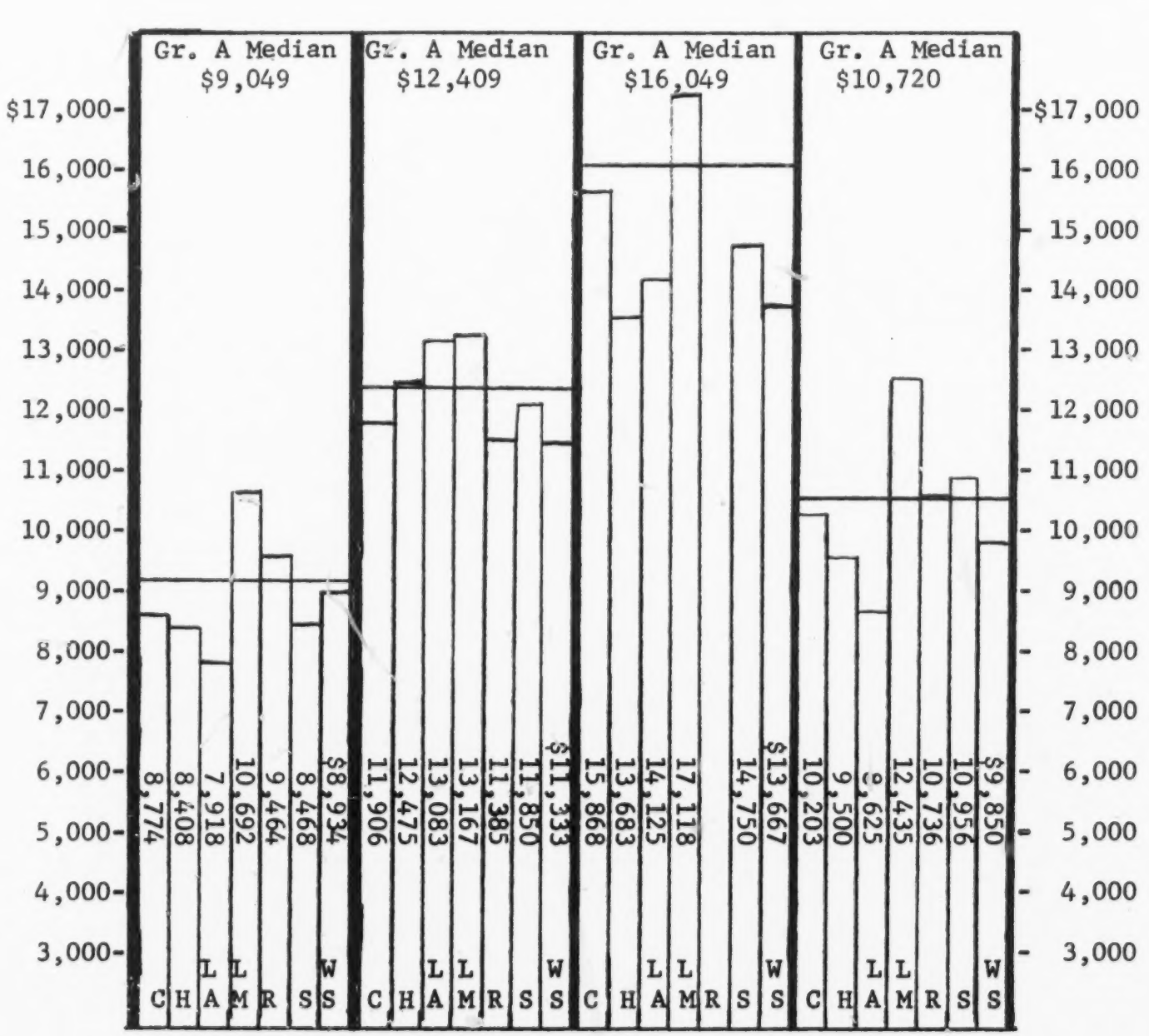


FIGURE 7

MEDIAN SALARIES BY DISTRICT IN RELATION TO MEDIAN FOR STUDY COUNCIL A

ALL TEACHERS AT LEVELS OF EDUCATIONAL ATTAINMENT 1971-72



PART II

SALARIES OF INSTRUCTIONAL SPECIALISTS

TABLE 4

GUIDANCE PERSONNEL

1971-1972

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
L-A	6	18	M + 30	48	$19,305	$3,338
H	12	35		48	18,195	1,100
LM	7	22	M + 30	38	17,600	1,500
LM	14	13	M + 30	38	17,600	1,500
H	14	24		48	17,525	1,050
C	2	22	M + 40	40	17,100	1,200
C	15	30	M + 42	40	17,100	1,200
R	10	15	M + 1	48	16,917	1,836
WS	8	20	M	48	16,754	1,510
LM	7	26	M + 60	38	16,400	1,300
LM	12	26	M + 30	38	16,400	1,300
LM	NP	20	M + 30	38	16,400	NP
C	4	16	M + 63	40	16,300	1,200
C	19	19	M + 42	40	16,300	1,200
LM	7	5	M + 15	38	16,200	1,400
LM	3	10	M	38	16,065	NP
C	27	27	M + 40	40	15,900	1,200
C	1	13	M + 41	40	15,900	2,700
C	18	18	M + 36	40	15,900	1,200
WS	20	37	M	46	15,655	500
C	3	32	M + 27	40	15,500	1,200
LM	3	13	M	38	15,450	1,900
H	2	20		48	15,440	950
LM	4	6	M + 15	38	15,300	1,900
C	5	15	M + 12	40	15,200	1,200
WS	4	13	M	48	14,760	900
S	14	25	M + 30	37.6	14,600	1,000
S	2	14	M + 30	37.6	14,600	1,700
R	20	24	M	38	14,500	1,000
C	3	12	M	40	14,150	1,850
L-A	4	10	M	40	13,980	1,267

CONTINUED

TABLE 4: GUIDANCE PERSONNEL (CONT.)

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
LM	4	8	M	38	$13,900	$1,700
R	15	18	M	38	13,900	1,000
H	3	26		48	13,750	900
S	11	22	M	37.6	13,750	1,000
LM	5	15	B + 15	38	13,700	1,500
S	5	33	M	37.6	13,600	1,000
S	8	20	M	37.6	13,600	1,000
H	11	14.5		48	13,530	1,100
LM	NP	10	M	38	13,300	NP
WS	3	9	M	48	13,260	900
L-A	NP	9	M	40	13,120	NP
H	5	12		48	12,865	950
H	6	13		48	12,790	900
S	5	9	M	37.6	12,700	1,000
LM	4	4	M	38	12,600	1,500
R	5	21	M	38	12,600	900
WS	5	9	M + 15	46	12,330	920
H	4.5	11		48	12,135	950
WS	2	9	M + 15	46	12,105	930
LM	4	3	M	38	12,000	NP
WS	4	13	M	44	11,940	647
L-A	2	6	M	40	11,880	1,607
LM	2	6	M	38	11,800	1,400
R	6	8	M	38	11,700	1,100
C	2	8	M + 30	40	11,650	850
R	3	9	M	38	11,500	900
C	9	9	M	40	11,350	NP
H	4	9.5		48	11,345	900
H	3	8		48	11,325	900

CONTINUED

TABLE 4: GUIDANCE PERSONNEL (CONT.)

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
H	2	8		48	$11,300	$ 900
LM	5	0	M	38	11,000	NP
H	4	9		48	10,815	900
LM	NP	6	M	38	10,800	NP
R	3	7	M	38	10,800	1,300
WS	4	4	M	44	10,551	1,906
R	4	8	M	38	10,100	NP
WS	3	4	M	46	9,790	770
R	2	4	M	38	9,700	800
C	1	4	M + 24	40	9,550	NP
R	NP	5	M	38	9,450	NP
LM	NP	1	B	38	8,100	NP
R	NP	NP	M	38	7,600	NP
R	NP	NP	M	38	7,600	NP
WS	3	4	B		3,380	300
Mean	5.9	13.6	M+10	41.3	$13,407	$1,260
Median	4	12	M	40	13,600	1,067

TABLE 5

LIBRARIANS

1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
C	31	31	M + 41	40	$17,100	$1,200
C	22	22	M + 66	40	16,700	1,200
LM	25	10	M + 30	38	16,400	1,300
LM	11	10	M	38	16,200	1,400
C	11	27	M + 30	40	16,100	1,200
H	24	31		40	15,200	800
H	15.5	22		40	15,020	950
R	34	37	M	36	14,975	1,000
LM	4	7	M	38	14,650	1,800
R	22	28	M	36	14,800	1,000
WS	40	40	M + 30	38	14,106	1,476
WS	15	26	M + 30	38	13,740	670
H	6	15		40	13,425	900
LM	25	9	B	38	13,500	1,200
S	15	15	M	37.6	13,100	1,600
R	11	12	M	36	13,000	1,500
WS	8	15	M	38	12,860	860
R	6	19	M	36	12,800	900
C	16	16	B	40	12,600	1,100
S	15	15	M	37.6	12,300	N.P.
LM	10	0	M	38	12,250	1,700
H	10	10		40	12,215	900
H	16.5	19.5		40	12,100	700
R	6	6	M	36	11,700	1,300
S	11	11	B	37.6	11,700	1,500
H	10.6	10.6		40	11,465	900
S	7	7	M	37.6	11,000	1,200
H	6	8		40	10,645	900
LM	4	0	M	38	10,500	1,100
LM	4	0	M	38	10,500	1,100

CONTINUED

TABLE 5

LIBRARIANS

1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALA
R	3	7	M	36	$10,500
C	7	7	M + 12	40	10,450
WS	5	9.5	B	38	10,350
LM	N.P.	3	M	38	10,000
LM	3	0	M	38	10,000
C	5⅓	5⅓	M	40	9,750
R	3.5	5	M	36	9,700
H	5	5		40	9,690
LA	4	6	B	40	9,600
WS	8	14	M	38	9,555
LM	2	0	B + 15	38	9,300
LM	2	0	B + 15	38	9,300
C	2	4	M + 12	40	9,250
R	4	6	M	36	8,947
LM	1	0	M	38	8,900
C	13	13	M + 12	40	8,880
S	2	2	M	37.6	8,800
LA	0	3	B	40	8,100
LM	1	0	B	38	8,100
H	1.4	1.4		40	8,000
H	2	2		40	8,000
S	1.5	1.5	B	37.6	8,000
C	2⅓	2⅓	M	40	5,150
Mean	10.0	10.5	M	38.5	$11,52
Median	6	7	M	38	11,00

TABLE 5

LIBRARIANS

1971-72

OL ICT	YEARS OF EXPERIENCE THIS JOB	TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
	3	7	M	36	$10,500	$1,300
	7	7	M + 12	40	10,450	950
	5	9.5	B	38	10,350	700
	N.P.	3	M	38	10,000	N.P.
	3	0	M	38	10,000	1,000
	5⅓	5⅓	M	40	9,750	850
	3.5	5	M	36	9,700	800
	5	5		40	9,690	900
	4	6	B	40	9,600	900
	8	14	M	38	9,555	893
	2	0	B + 15	38	9,300	1,200
	2	0	B + 15	38	9,300	1,200
	2	4	M + 12	40	9,250	950
	4	6	M	36	8,947	N.P.
	1	0	M	38	8,900	900
	13	13	M + 12	40	8,880	960
	2	2	M	37.6	8,800	N.P.
	0	3	B	40	8,100	N.P.
	1	0	B	38	8,100	N.P.
	1.4	1.4		40	8,000	605
	2	2		40	8,000	605
	1.5	1.5	B	37.6	8,000	700
	2⅓	2⅓	M	40	5,150	350
	10.0	10.5	M	38.5	$11,528	$1,045
	6	7	M	38	11,000	960

TABLE 6

PSYCHOLOGISTS

1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
C	4	11	D	40	$17,200	$1,400
ST	9.8	11	D	44.2	$17,100	$1,600
C	6	18	M + 17	40	$16,100	$1,200
C	4	4	M	40	$15,450	$1,200
R	27	43	M	46	$15,300	$1,000
H	1	7	M + 30	48	$14,750	$1,250
L-A	28	38	M	40	$14,521	$ 933
ST	5	6	M	44.2	$14,400	$1,475
W-S	3	5	M	48	$14,200	$1,000
W-S	3	4	M	31	$ 8,265	$ 719
H	3	3	M + 30	3 days/wk	$63.00/day	$3.00/day
H	2.5	2.5	M	2 days/wk	$7.00/hr.	$0.75/hr.
Mean	8	12.7	M + 10	42.1	$14,729	$1,178
Median	4	6	M	42.2	$15,025	$1,200

TABLE 7

READING SPECIALISTS

1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
C	2	16	M + 37	40	$17,100	$1,200
C	6	10	M + 29	40	$15,700	$1,200
C	2	14	M + 1	40	$14,550	$1,050
ST	8	20	M	37.6	$13,600	$1,000
W-S	7	20	M	38	$13,520	$ 520
W-S	10	28	M	38	$13,500	$ 997
ST	0	9	M	37.6	$11,900	N.P.
W-S	4	19	B	38	$11,350	$ 500
W-S	3	9.5	M + 15	38	$11,040	$ 820
C	2	8	M + 3	40	$10,950	$ 950
C	1	8	B	40	$10,950	$ 950
C	2	4.5	M + 12	40	$10,900	$ 950
C	0	6	M + 25	40	$10,850	N.P.
L-A	1	7	M + 15	40	$10,675	$1,075
ST	2	4	M	37.6	$ 9,600	$1,200
ST	0	4	B	37.6	$ 8,700	N.P.
W-S	0	4	M	38	$ 8,600	N.P.
L-A	0	1	B	40	$ 8,200	N.P.
L-A	0	3	B	40	$ 8,150	N.P.
R	0	6	B	23	$ 6,780	N.P.
R	0	8	M	22	$ 6,420	N.P.
W-S	3	4	M	19	$ 4,895	$ 450
R	0	8	B	15	$ 4,500	N.P.
R	0	4	B	16	$ 4,050	N.P.
Mean	2.2	9.4	B + 25	34.8	$10,270	$ 919
Median	1.5	8	M	38	$10,875	$ 950

TABLE 8

SPEECH AND HEARING SPECIALISTS

1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
C	12.0	12.0	M + 5	40	$15,150	$1,850
L-A	19.0	26.5	M	40	$14,521	$ 933
C	13.5	13.5	B	40	$12.400	$1,100
C	8.5	8.5	B	40	$11,350	$1,750
H	2.0	7.0	B	44	$ 9,270	$ 800
LM	1.0	2.0	B +	38	$ 9,100	$1,100
LM	1.0	2.0	B +	38	$ 9,100	$1,100
LM	0	0	B	38	$ 8,100	N.P.
H	2.0	2.0	B	44	$ 8,000	$ 605
Mean	6.6	8.2	B +	39.3	$10,777	$1,153
Median	2.0	7.0	B	40.0	$ 9,270	$1,100

TABLE 9

SALARIES OF SUPERVISORS, DIRECTORS, & COORDINATORS, 1971-72

1971-72

SCHOOL DISTRICT	JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALAR
C	Reading Consultant	7	18	M + 40	40	$17,300
ST	Dir. of Learning Resources	5.9	17	D	44.2	17,000
H	Coord.-Phys.Ed.-All Schools	1	32	M + 30	10 Mon.	16,750
H	Dept.Chrm.-Math Sr. High	2	10	M + 30	10 Mon.	16,255
H	Elementary Coordinator	8	31	M	10 Mon.	16,200
WS	Coordinator	1	21	M.S. + 30	40	16,020
ST	Dir. of Learning Resources	1.9	5	B	48	16,000
H	Coord.-Music-All Schools	3	21	M	10 Mon.	15,800
WS	Dean	NP	14	M.S.	40	15,780
H	Coord.-Art-All Schools	3	23	M	10 Mon.	15,600
ST	Dir. of Aquatics	2.0	28	B	44.2	15,500
H	Dept.Chrm.-Science-Sr. High	2	4	M + 30	10 Mon.	14,120
H	Dept.Chrm.-Math-Jr. High	2	14	M	"	13,560
H	Dept.Chrm.-Soc.Studies-Jr.	2	10	M + 30	"	13,345
WS	Dir. of Athletics	1	16	B.S.	38	13,200
H	Dept.Chrm.-Ind. Arts-2nd	2	13	M	10 Mon.	13,165
H	Elementary Coordinator	8	12	B	"	13,100
WS	Dean	1	8	M.S.	40	12,970
H	Dept.Chrm.-English-Sr. High	2	6	M	10 Mon.	12,810
C	Planetarium Director	NP	7	M + 18	48	12,650
H	Dept.Chrm.-English Jr. High	2	12	M	10 Mon.	12,575
H	Dept.Chrm.-Language-Sr. High	2	4	M	"	12,235
H	Dept.Chrm.-Science-Jr. High	2	8	M + 30	"	11,530
H	Dept.Chrm.-Bus.Ed.-Sr. High	2	7	B	"	11,375
	Mean	2.5	13.6	M + 4	40.9	14,240
	Median	2	13	M	40	13,560

* ½ time teachers & ½ time Coordinator
** .75 time teacher & .25 time Department Chairman

TABLE 9

SALARIES OF SUPERVISORS, DIRECTORS, & COORDINATORS, 1971-72

1971-72

JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
Reading Consultant	7	18	M + 40	40	$17,300	$1,200
Dir. of Learning Resources	5.9	17	D	44.2	17,000	1,200
Coord.-Phys.Ed.-All Schools	1	32	M + 30	10 Mon.	16,750	650 **
Dept.Chrm.-Math Sr. High	2	10	M + 30	10 Mon.	16,255	950 **
Elementary Coordinator	8	31	M	10 Mon.	16,200	800
Coordinator	1	21	M.S. + 30	40	16,020	520
Dir. of Learning Resources	1.9	5	B	48	16,000	2,500
Coord.-Music-All Schools	3	21	M	10 Mon.	15,800	600 *
Dean	NP	14	M.S.	40	15,780	3,160
Coord.-Art-All Schools	3	23	M	10 Mon.	15,600	600 *
Dir. of Aquatics	2.0	28	B	44.2	15,500	1,000
Dept.Chrm.-Science-Sr. High	2	4	M + 30	10 Mon.	14,120	950 **
Dept.Chrm.-Math-Jr. High	2	14	M	"	13,560	1,100 **
Dept.Chrm.-Soc.Studies-Jr.	2	10	M + 30	"	13,345	900 **
Dir. of Athletics	1	15	B.S.	38	13,200	1,200
Dept.Chrm.-Ind. Arts-2nd	2	13	M	10 Mon.	13,165	900**
Elementary Coordinator	8	12	B	"	13,100	920
Dean	1	8	M.S.	40	12,970	890
Dept.Chrm.-English-Sr. High	2	6	M	10 Mon.	12,810	900 **
Planetarium Director	NP	7	M + 18	48	12,650	NP
Dept.Chrm.-English Jr. High	2	12	M	10 Mon.	12,575	900
Dept.Chrm.-Language-Sr. High	2	4	M	"	12,235	900 **
Dept.Chrm.-Science-Jr. High	2	8	M + 30	"	11,530	950 **
Dept.Chrm.-Bus.Ed.-Sr. High	2	7	B	"	11,375	800 **
Mean	2.5	13.6	M + 4	40.9	14,240	980
Median	2	13	M	40	13,560	900

* ½ time teachers & ½ time Coordinator

** .75 time teacher & .25 time Department Chairman

TABLE 10

MISCELLANEOUS PERSONNEL

1971-72

SCHOOL DISTRICT	JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SA
LM	Nurse	12	10	M	38	$16
C	Home & School Vis.	3	11	M + 70	40	15
LM	Nurse	11	6	M	38	15
C	Media Specialist	2	17	M	40	14
LM	Dental Hygienist	24	4	B	38	14
LM	Nurse	9	12	B	38	13
LM	Nurse	18	0	B	38	13
LM	Nurse	24	7	B	38	13
LA	Nurse	9	14	M.A.	40	12
LM	Nurse	2	7	B + 15	38	12
H	Nurse	24	24	B	10 Mon.	12
WS	Nurse	15	15	B.S.	38	12
WS	Nurse	21	21	B.S.	38	11
H	Nurse	13	13	M	10 Mon.	11
LM	Nurse	2	7	M	38	11
LA	Nurse	9	14	B.S.	40	11
WS	Nurse	13	14	B.S.	38	11
LM	Nurse	5	0	B	38	11
H	Nurse	9	9	M	10 Mon.	10
LM	Nurse	5	0	B + 24	38	10
H	Nurse	5.5	5.5	B	10 Mon.	10
H	Nurse	25	25	Standard	10 Mon.	10
LA	Nurse	8	8.5	B.S.	40	10
LA	Social Caseworker	6	6	M.S.	40	10

(Con't.)

TABLE 10

MISCELLANEOUS PERSONNEL

1971-72

LE OR DESCRIPTION	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
	12	10	M	38	$16,000	$ 1,400
School Vis.	3	11	M + 70	40	15,900	1,200
	11	6	M	38	15,450	1,900
Specialist	2	17	M	40	14,750	1,050
Hygienist	24	4	B	38	14,100	600
	9	12	B	38	13,500	1,200
	18	0	B	38	13,500	1,500
	24	7	B	38	13,500	1,500
	9	14	M.A.	40	12,700	1,317
	2	7	B + 15	38	12,500	1,500
	24	24	B	10 Mon.	12,100	700
	15	15	B.S.	38	12,060	520
	21	21	B.S.	38	11,940	400
	13	13	M	10 Mon.	11,900	900
	2	7	M	38	11,800	1,400
	9	14	B.S.	40	11,500	900
	13	14	B.S.	38	11,350	670
	5	0	B	38	11,300	1,300
	9	9	M	10 Mon.	10,815	900
	5	0	B + 24	38	10,800	1,050
	5.5	5.5	B	10 Mon.	10,735	800
	25	25	Standard	10 Mon.	10,650	550
	8	8.5	B.S.	40	10,400	900
Caseworker	6	6	M.S.	40	10,250	1,000

(Con't.)

TABLE 10

MISCELLANEOUS PERSONNEL

1971-72

SCHOOL DISTRICT	JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALA
H	Nurse	10	10	B	10 Mon.	$10,1
LM	Nurse	4	0	B	38	10,0
LM	Nurse	4	4	B	38	10,0
C	Media Specialist	1	5	M	40	9,9
LA	Dental	3.5	6.5	B.S.	40	9,7
LM	Dental Hygienist	3	0	B + 15	38	9,7
H	Home & School Vis.	1	4.6	B	10 Mon.	9,4
WS	Nurse	2	2	B.S.	38	9,3
H	Dental Hygienist	4	4	M	10 Mon.	9,2
H	Dental Hygienist	4	5	B	10 Mon.	9,0
H	Nurse	N.P.		B	10 Mon.	9,0
H	Nurse	N.P.		B	10 Mon.	8,7
LM	Nurse	1	0	B	38	8,5
LM	Nurse	1	0	B	38	8,5
H	Nurse	2	2	B	10 Mon.	8,1
LA	Dental	2	3	Standard	40	7,9
LA	Doctor	4	4	D.O.	Part-time	5,1
ST	Social Worker	0.8	8	M	15.2	3,7

TABLE 10

MISCELLANEOUS PERSONNEL

1971-72

TLE OR DESCRIPTION	YEARS OF EXPERIENCE THIS JOB	TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
	10	10	B	10 Mon.	$10,180	$ 800
	4	0	B	38	10,000	1,000
	4	4	B	38	10,000	1,000
Specialist	1	5	M	40	9,950	1,450
	3.5	6.5	B.S.	40	9,700	600
Hygienist	3	0	B + 15	38	9,700	900
School Vis.	1	4.6	B	10 Mon.	9,400	800
	2	2	B.S.	38	9,300	850
Hygienist	4	4	M	10 Mon.	9,215	1,150
Hygienist	4	5	B	10 Mon.	9,070	800
	N.P.		B	10 Mon.	9,000	N.P.
	N.P.		B	10 Mon.	8,790	N.P.
	1	0	B	38	8,500	N.P.
	1	0	B	38	8,500	900
	2	2	B	10 Mon.	8,195	695
	2	3	Standard	40	7,900	600
	4	4	D.O.	Part-time	5,100	250
Worker	0.8	8	M	15.2	3,724	224

PART III

SALARIES OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL

TABLE 11

MEDIAN SALARIES OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL

1971-72

Salaries of administrators and supervisors range from $39,000, for a chief executiv
to $11,000 for a Director of Food Services. (Tables 8-14). The range for the prev
year (1970-71) was from $37,000 to $9,973. Median salaries for the categories are:

	1970-71	1
Chief School Administrators	$29,000	$
Assistants, Business Services	$19,500	$
Assistants, General Instructional Services	$19,898	$
Assistants, Special Instructional Services	$14,450	n
Secondary School Principals	$21,314	$
Secondary School Assistants	$16,000	$
Elementary School Principals	$18,080	$

TABLE 11

MEDIAN SALARIES OF ADMINISTRATIVE AND SUPERVISORY PERSONNEL

1971-72

of administrators and supervisors range from $39,000, for a chief executive,
00 for a Director of Food Services. (Tables 8-14). The range for the previous
0-71) was from $37,000 to $9,973. Median salaries for the categories are:

	1970-71	1971-72
ool Administrators	$29,000	$32,340
s, Business Services	$19,500	$15,680
s, General Instructional Services	$19,898	$20,500
s, Special Instructional Services	$14,450	none reported
School Principals	$21,314	$22,744
School Assistants	$16,000	$17,542
y School Principals	$18,080	$18,500

TABLE 12

NUMBER OF PERSONNEL PER 1000 WEIGHTED PUPILS

SCHOOL DISTRICT	NUMBER OF PUPILS * 1970-71	1971-72	ADMINISTRATORS & SUPERVISORS	INSTRUCTIONAL SPECIALISTS
CHELTENHAM	6,866	6,584	3.59	10.22
HAVERFORD	7,700	7,835	3.51	7.17
LANSDOWNE-ALDAN	3,039	2,885.5	3.10	8.67
LOWER MERION	9,798	9,290.5	3.58	0.10
RADNOR	4,572	4,239	3.35	8.70
SPRINGFIELD TWP.	3,963	4,009	4.01	8.30
WALLINGFORD-SWARTHMORE**	1,413	4,781	4.17	8.94

*Average Daily Membership (½K plus Grades 1-12)
** 1970-71 data for Swarthmore-Rutledge School District

TABLE 12

NUMBER OF PERSONNEL PER 1000 WEIGHTED PUPILS

CT	NUMBER OF PUPILS * 1970-71	1971-72	ADMINISTRATORS & SUPERVISORS	INSTRUCTIONAL SPECIALISTS	TEACHERS
	6,866	6,584	3.59	10.22	48.81
	7,700	7,835	3.51	7.17	39.89
AN	3,039	2,885.5	3.10	8.67	46.69
	9,798	9,290.5	3.58	0.10	57.35
	4,572	4,239	3.35	8.70	51.99
WP.	3,963	4,009	4.01	8.30	47.99
WARTHMORE**	1,413	4,781	4.17	8.94	45.89

y Membership (½K plus Grades 1-12)
ta for Swarthmore-Rutledge School District

TABLE 13

CHIEF SCHOOL ADMINISTRATORS

1971-72

SCHOOL DISTRICT	AVERAGE DAILY MEMBERSHIP	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS
LM	9,290.5	1	21	D	48
C	6,584	4	26	D	48
H	7,835	5	25	D	48
L-A	2,885.5	24	45	D	48
W-S	4,781	5	18	D	48
R	4,239	3	15	D	48
ST	4,009	2	8	D	48
Mean	5,660.5	6.3	22.6		48
Median	4,781	4	21		48

TABLE 13

CHIEF SCHOOL ADMINISTRATORS

1971-72

GE LY RSHIP	YEARS OF EXPERIENCE THIS JOB	TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASI
290.5	1	21	D	48	$39,000	$2,000
584	4	26	D	48	$34,000	$2,500
835	5	25	D	48	$33,750	$1,750
885.5	24	45	D	48	$32,340	$3,540
781	5	18	D	48	$30,500	$3,000
239	3	15	D	48	$29,000	$4,000
009	2	8	D	48	$26,000	$3,000
560.5	6.3	22.6		48	$32,013	$2,827
781	4	21		48	$32,340	$3,000

TABLE 14

ASSISTANTS FOR GENERAL INSTRUCTIONAL SERVICES, 1971-72

SCHOOL DISTRICT	JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS
LM	Deputy Superintendent	1	12	D	48
W-S	Assistant Superintendent	11	26.5	D	48
H	Assistant Superintendent	8	42	M + 20	48
LM	Asst. to Supt. for Instruct. Serv.	3	14	M +	48
C	Director--Curriculum & Research	0	14	D	48
LM	Asst. Supt. for Admin. Services	9	23	M + 30	48
LM	Asst. to Supt. for Personnel	0	10	M + 30	48
ST	Asst. Supt. for Curriculum	11	19	D	48
C	Asst. to Supt. for Instruction	5	19	M + 36	48
R	Deputy Superintendent	1	12	M + 70	48
LM	Director--Personnel	5	22	M + 30	48
C	Director--Pupil Personnel Services	2	19	M + 67	48
LM	Director--Pupil Personnel Services	1	20	M	48
H	Asst. to Supt. for Curr. Development	4	11	D	48
H	Asst. to Supt.	4	16	D	48
W-S	Director--Personnel	5	32.5	M	48
W-S	Director--Pupil Personnel Services	3	33	B	48
H	Asst. to Supt. for Federal Projects	2.8	22	M	48
L-A	Elementary Supervisor	13	22	M	40
ST	Director--Elementary Education	19	41	M	48
ST	Admin. Asst. to Supt.	4	33	M	48
R	Assistant Superintendent	0	0	MBA	48
R	Assistant Superintendent	1	8	M	48
R	Assistant Superintendent	1	5	D	48
LM	Admin. Assistant--Elementary	2	13	B +	40
ST	Admin. Asst. to Elem. Prin.	0	0	M	44.2
	Mean	4.5	18.8		47.9
	Median	3	19.0		48

TABLE 14

ASSISTANTS FOR GENERAL INSTRUCTIONAL SERVICES, 1971-72

E OR DESCRIPTION	YEARS OF EXPERIENCE THIS JOB	TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
uperintendent	1	12	D	48	$31,500	$1,500
t Superintendent	11	26.5	D	48	$28,500	$2,000
t Superintendent	8	42	M + 20	48	$27,000	$2,175
Supt. for Instruct. Serv.	3	14	M +	48	$25,200	$2,000
--Curriculum & Research	0	14	D	48	$25,000	N.P.
pt. for Admin. Services	9	23	M + 30	48	$24,300	$2,000
Supt. for Personnel	0	10	M + 30	48	$24,000	N.P.
pt. for Curriculum	11	19	D	48	$24,000	$2,500
Supt. for Instruction	5	19	M + 36	48	$23,545	$1,745
uperintendent	1	12	M + 70	48	$23,000	$5,000
--Personnel	5	22	M + 30	48	$22,485	$1,985
--Pupil Personnel Services	2	19	M + 67	48	$21,600	$1,600
--Pupil Personnel Services	1	20	M	48	$21,000	$1,000
Supt. for Curr. Development	4	11	D	48	$20,000	$1,550
Supt.	4	16	D	48	$19,750	$1,675
--Personnel	5	32.5	M	48	$19,500	$ 700
--Pupil Personnel Services	3	33	B	48	$19,200	0
Supt. for Federal Projects	2.8	22	M	48	$19,000	$ 660
ry Supervisor	13	22	M	40	$18,563	$2,269
--Elementary Education	19	41	M	48	$18,500	$1,500
sst. to Supt.	4	33	M	48	$18,000	$1,500
t Superintendent	0	0	MBA	48	$17,500	N.P.
t Superintendent	1	8	M	48	$17,000	$3,000
t Superintendent	1	5	D	48	$15,000	$1,500
ssistant--Elementary	2	13	B +	40	$14,270	$1,728
sst. to Elem. Prin.	0	0	M	44.2	$14,000	N.P.
Mean	4.5	18.8		47.9	$21,208	$1,582
Median	3	19.0		48	$20,500	$1,550

TABLE 15

ASSISTANTS FOR BUSINESS SERVICE

1971-72

SCHOOL DISTRICT	JOB TITLE OR DESCRIPTION	YEARS OF EXPERIENCE THIS JOB	TOTAL	EDUCATIONAL ATTAINMENT
LM	Secretary of the Board	9	21	M + 30
C	Asst. to Supt. for Business	8	25	M + 24
ST	Asst. to Supt. for Business	11	17	M + 30
LM	Director--Buildings & Grounds	25	25	B
W-S	Director--Finance	6	8	M
H	Asst. to Supt. for School Business	9.4	33	M
H	Admin. Asst. for School Business	5.2	38	M + 30
W-S	Director--Facilities	1	1	M
L-A	Business Manager/Board Secretary	13	29.5	
LM	Director--Transportation	3	3	
LM	Director--Supplies & Custodial Serv.	4	4	
L-A	Admin. Asst. for Buildings & Grounds	0	15	
ST	Director--Accts. & Purchases	5	23	B
ST	Director--Plant Operations	6	34	B
ST	Director--Maintenance	18	41	B
ST	Director--Transportation	7	31	
ST	Director--Food Services	4	10	B
	Mean	8.3	22.4	
	Median	6	23	

TABLE 15

NTS FOR BUSINESS SERVICE

1971-72

YEARS OF EXPERIENCE THIS JOB-TOTAL		EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
9	21	M + 30	48	$28,500	$2,000
8	25	M + 24	48	$24,840	$1,840
11	17	M + 30	48	$23,500	$2,700
25	25	B	48	$23,000	$2,000
6	3	M	48	$21,000	$1,500
9.4	33	M	48	$19,130	0
5.2	38	M + 30	48	$17,750	$ 270
1	1	M	48	$16,200	$1,200
13	29.5		48	$15,680	$1,313
3	3		49	$14,000	$1,500
4	4		49	$13,500	$1,500
0	15		48	$13,000	N.P.
5	23	B	49	$12,800	$1,100
6	34	B	48	$12,350	$1,150
18	41	B	48	$12,000	0
7	31		48	$11,500	$1,000
4	10	B	44.2	$11,000	$1,300
8.3	22.4		47.9	$17,044	$1,198
6	23		48	$15,680	$1,300

TABLE 16

SECONDARY SCHOOL PRINCIPALS, 1971-72

SCHOOL DISTRICT	SCHOOL CATEGORY	SPAN OF GRADES	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT
C	Senior H.S.	10-12	18	38	D
LM	Senior H.S.	10-12	5	18	M + 30
C	Junior H.S.	7-9	18	38	D
LM	Senior H.S.	10-12	3	19	D
L-A	Senior-Junior	7-12	7	27.5	M + 30
C	Junior H.S.	7-9	6	21	D
LM	Junior H. S.	7-9	13	23	D
R	Junior H. S.	7-9	15	35	M + 60
C	Junior H.S.	7-9	3	18	M + 60
LM	Junior H.S	7-9	15	41	M + 30
H	Senior H.S.	10-12	6	20.5	D
ST	Senior H.S.	10-12	0	10	D
ST	Junior H.S.	7-9	14	20	M + 30
R	Senior H.S.	10-12	2	15	D
ST	Junior H.S.	7-9	3	22	M
W-S	Senior H.S.	10-12	3	22	M
W-S	Senior-Junior	7-12	3	18	M
H	Junior H.S.	7-9	3	11	M + 30
LM	Junior H.S.	7-9	0	7	M + 30
W-S	Middle School		18	36	M
		Mean	7.8	22.5	
		Median	5.5	20.8	

TABLE 16

SECONDARY SCHOOL PRINCIPALS, 1971-72

YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
18	38	D	48	$26,530	$1,200
5	18	M + 30	43	$25,532	$2,000
18	38	D	48	$25,538	$2,194
3	19	D	43	$25,002	$2,000
7	27.5	M + 30	48	$24,900	$3,723
6	21	D	48	$24,633	$1,389
13	23	D	43	$23,518	$2,000
15	35	M + 60	48	$23,142	$2,260
3	18	M + 60	48	$23,055	$1,740
15	41	M + 30	43	$22,988	$2,000
6	20.5	D	48	$22,500	$ 670
0	10	D	48	$22,000	N.P.
14	20	M + 30	48	$21,350	$2,100
2	15	D	48	$21,036	$2,068
3	22	M	48	$19,700	$1,900
3	22	M	48	$19,700	$ 700
3	18	M	48	$19,500	$1,500
3	11	M + 30	48	$19,000	$1,445
0	7	M + 30	48	$18,000	N.P.
18	36	M	48	$17,400	$ 900
7.8	22.5		47.9	$22,246	$1,590
5.5	20.8		48	$22,744	$1,820

TABLE 17

SECONDARY SCHOOL ASSISTANTS

1971-72

SCHOOL DISTRICT	SCHOOL CATEGORY	SPAN OF GRADES	YEARS OF EXPERIENCE		EDUCATIONAL ATTAINMENT	WORK WEEKS
			THIS JOB	TOTAL		
C	Senior H.S.	10-12	21	25	M + 40	48
LM	Senior H.S.	10-12	3	14	M + 60	41
C	Senior H.S.	10-12	2	22	M + 26	40
LM	Senior H.S.	10-12	11	35	M + 30	40
LM	Junior H.S.	7-9	13	42	M + 60	40
C	Junior H.S.	7-9	5	13	M + 61	40
C	Senior H.S.	10-12	7	18	M + 24	40
LM	Senior H.S.	10-12	7	22	M + 30	40
LM	Senior H.S.	10-12	2	10	M	41
LM	Junior H.S.	7-9	0	7	D	40
LM	Senior H.S.	10-12	5	18	M	40
H	Senior H.S.	10-12	2	16	M + 30	48
C	Junior H.S.	7-9	2	24	M + 25	40
L-A	Senior-Junior	7-12	0	11.5	M + 70	48
L-A	Senior-Junior	7-12	12	34	M	40
ST	Senior H.S.	10-12	1	15	D	44.2
R	Senior H.S.	10-12	8	24	M + 60	48
LM	Junior H.S.	7-9	1	15	M	40
LM	Junior H.S.	7-9	0	27	M	40
ST	Senior H.S.	10-12	2	8	M	48
H	Senior H.S.	10-12	3.5	16	M + 30	48
C	Senior H.S.	10-12	2	13	M + 12	40

CONTINUED

TABLE 17

ECONDARY SCHOOL ASSISTANTS

1971-72

YEARS OF EXPERIENCE		EDUCATIONAL	WORK		SALARY	
THIS JOB	TOTAL	ATTAINMENT	WEEKS	SALARY	INCREASE	
21	25	M + 40	48	$21,465	$1,620	*
3	14	M + 60	41	$19,931	$1,911	
2	22	M + 26	40	$19,354	$2,366	***
11	[illegible]	M + 30	40	$19,295	$1,990	
13	42	M + 60	40	$18,897	$1,937	
5	13	M + 61	40	$18,810	$2,200	***
7	18	M + 24	40	$18,354	$1,368	***
7	22	M + 30	40	$18,330	$1,900	
2	10	M	41	$18,047	$1,882	
0	7	D	40	$18,000	N.P.	
5	18	M	40	$17,863	$1,963	
2	16	M + 30	48	$17,750	$1,120	
2	24	M + 25	40	$17,710	$1,320	***
0	11.5	M + 70	48	$17,685	N.P.	
12	34	M	40	$17,615	$2,285	
1	15	D	44.2	$17,600	$1,600	
8	24	M + 60	48	$17,568	$1,080	
1	15	M	40	$17,542	$1,942	
0	27	M	40	$17,500	N.P.	
2	8	M	48	$17,300	$3,300	
3.5	16	M + 30	48	$17,250	$1,285	
2	13	M + 12	40	$16,815	$2,291	***

CONTINUED

TABLE 17 (Continued)

SECONDARY SCHOOL ASSISTANTS, 1971-72

SCHOOL DISTRICT	SCHOOL CATEGORY	SPAN OF GRADES	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEK
C	Senior H.S.	10-12	2	13	M + 12	40
R	Senior H.S.	10-12	3	11	M + 40	48
H	Senior H.S.	10-12	4	22	M	48
ST	Junior H.S.	7-9	1	14	M	44.
H	Junior H.S.	7-9	2	16	M + 30	48
H	Junior H.S.	7-9	1	36.5	M + 30	48
ST	Junior H.S.	7-9	1	27	M	44.
LM	Junior H.S.	7-9	1	9	M + 30	40
LM	Junior H.S.	7-9	4	37	B	40
R	Junior H.S.	7-9	0	19	B + 40	48
R	Junior H.S.	7-9	0	9.5	M	48
H	Junior H.S.	7-9	3	13	M	48
C	Junior H.S.	7-9	2	11	M	40
C	Senior H.S.	10-12	2	7	M + 31	40
		Mean	3.9	19.3		43.
		Median	2	16		40

* Teaches .2 of a day.

***It should be noted that all assistants in the Cheltenham Township School District

TABLE 17 (Continued)

SECONDARY SCHOOL ASSISTANTS, 1971-72

YEARS OF EXPERIENCE		EDUCATIONAL	WORK		SALARY	
THIS JOB	TOTAL	ATTAINMENT	WEEKS	SALARY	INCREASE	
2	13	M + 12	40	$16,815	$2,291	***
3	11	M + 40	48	$16,678	$1,640	
4	22	M	48	$16,500	$1,080	
1	14	M	44.2	$16,100	$2,900	
2	16	M + 30	48	$16,000	$ 830	
1	36.5	M + 30	48	$16,000	$1,090	
1	27	M	44.2	$15,850	$2,840	
1	9	M + 30	40	$15,295	$1,795	
4	37	B	40	$15,095	$ 520	
0	19	B + 40	48	$15,000	N.P.	
0	9.5	M	48	$14,500	N.P.	
3	13	M	48	$14,500	$ 915	
2	11	M	40	$14,225	$1,135	***
2	7	M + 31	40	$12,825	$ 877	***
3.9	19.3		43.2	$17,124	$1,522	
2	16		40	$17,542	$1,600	

nts in the Cheltenham Township School District teach 1/3 of a day.

TABLE 18

ELEMENTARY SCHOOL PRINCIPALS

1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
C	6	22	M + 45	48	$22,578	$1,851
LM	6	23	M + 60	40	$22,274	$ 756
C	15	31	M + 48	48	$22,260	$1,680
C	3	15	M + 36	48	$21,927	$1,200
C	4	22	M + 35	48	$21,726	$1,986
C	28	37	M + 28	48	$21,420	$1,680
R	6	25	M + 60	48	$21,173	$1,690
LM	5	20	M + 30	40	$21,066	$1,986
LM	8	36	M + 30	40	$21,066	$1,986
H	25	46	M + 30	48	$21,000	$ 860
C	4	22	M + 43	48	$20,988	$ 408
LM	12	40	M +	40	$20,499	$1,949
LM	5	11	M	40	$20,499	$1,949
LM	20	34	M	40	$20,499	$1,949
LM	3	13	D	40	$20,499	$1,949
C	4	22	M + 36	48	$19,885	$ 407
R	14	34	M + 60	48	$19,800	$1,690

CONTINUED

TABLE 18 (Continued)

ELEMENTARY SCHOOL PRINCIPALS, 1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
H	18	22	M	48	$19,500	$1,005
R	0	15	M + 60	48	$19,000	N.P.
H	20	24	M	48	$18,500	$ 515
L-A	12	20.5	M + 30	40	$18,275	$3,058
H	9	21	M	48	$18,000	$ 630
ST	10	21	M	44.2	$17,900	$1,550
LM	1	9	M + 30	40	$17,863	$1,963
ST	0	12	M + 30	44.2	$17,800	N.P.
L-A	6	14	M + 15	40	$17,777.50	$3,645.50
LM	0	9	M + 15	40	$17,296	N.P.
W-S	1	8	M	48	$17,200	$1,200
W-S	6	12	M + 15	48	$17,200	$1,200
ST	6	23	M + 30	44.2	$17,100	$1,600
LM	0	10	M + 15	40	$17,000	N.P.
H	2	11	M	48	$17,000	$ 925
R	15	35	M + 60	48	$16,978	0
L-A	2	11.5	M + 30	40	$16,506	$3,288

CONTINUED

TABLE 18 (Continued)

ELEMENTARY SCHOOL PRINCIPALS, 1971-72

SCHOOL DISTRICT	YEARS OF EXPERIENCE THIS JOB	YEARS OF EXPERIENCE TOTAL	EDUCATIONAL ATTAINMENT	WORK WEEKS	SALARY	SALARY INCREASE
H	5	20	M + 30	48	$16,000	$1,190
W-S	0	6	M + 15	48	$16,000	N.P.
H	9	14	M	48	$15,805	$1,755
W-S	0	10.5	M + 30	48	$15,500	N.P.
H	1	8	M	48	$13,200	$1,200
Mean	7.5	20.2		45	$18,886	$1,300.01
Median	6	20		48	$18,500	$1,200

TABLE 19

MEAN SALARIES OF ADMINISTRATORS AND SUP

1971-72

SCHOOL DISTRICT	CHIEF SCHOOL ADMINISTRATOR	ASSISTANTS GENERAL INSTRUCTIONAL SERVICES	ASSISTANTS BUSINESS SERVICES	SE PR
C	$34,000	$23,382	$24,840	$24
H	33,750	21,438	18,440	20
L-A	32,340	18,563	14,340	24
LM	39,000	23,251	19,750	23
R	29,000	18,125		22
ST	26,000	18,625	13,858	21
W-S	30,500	22,400	18,600	18
Mean	32,013	21,208	17,044	22

TABLE 19

SALARIES OF ADMINISTRATORS AND SUPERVISORS

1971-72

TS IONAL	ASSISTANTS BUSINESS SERVICES	SECONDARY PRINCIPALS	SECONDARY ASSISTANTS	ELEMENTARY PRINCIPALS
	$24,840	$24,939	$17,375	$21,541
	18,440	20,750	16,333	17,376
	14,340	24,900	17,650	17,520
	19,750	23,008	17,800	19,856
		22,089	15,936	19,238
	13,858	21,017	16,712	17,600
	18,600	18,633		16,475
	17,044	22,246	17,124	18,886